

उत्तराखण्ड शासन
लोक निर्माण अनुभाग-1
संख्या 1203/ 111(1)/08-94(अधि0)/06
देहरादून, दिनांक 12 मई, 2008

कार्यालय ज्ञाप

उत्तराखण्ड राज्य अवस्थापना विकास निगम के अन्तर्गत कार्मिक प्रबन्धन हेतु "Uttarakhand State Infrastructure Development Corporation Service Rules (Engineering & General Services) - 2008" की प्रति निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित है :-

1. मुख्य सचिव, उत्तराखण्ड शासन।
2. अपर मुख्य सचिव, उत्तराखण्ड शासन।
3. समस्त प्रमुख सचिव/सचिव, उत्तराखण्ड शासन।
4. प्रमुख सचिव/सचिव, मा0 मुख्यमंत्री जी, उत्तराखण्ड शासन।
5. सचिव, श्री राज्यपाल, उत्तराखण्ड।
6. प्रबन्ध निदेशक, उत्तराखण्ड राज्य अवस्थापना विकास निगम, देहरादून।
7. मण्डलायुक्त, गढ़वाल/कुमायूँ, उत्तराखण्ड।
8. समस्त जिलाधिकारी, उत्तराखण्ड।
9. समस्त विभागाध्यक्ष/प्रमुख कार्यालयाध्यक्ष, उत्तराखण्ड।
10. सचिव, विधानसभा, उत्तराखण्ड।
11. सचिव, लोक सेवा आयोग, उत्तराखण्ड।
12. निदेशक, एन.आई.सी. सचिवालय परिसर, देहरादून।

आज्ञा से,
(उत्पल कुमार सिंह)
सचिव।

UTTARAKHAND STATE
INFRASTRUCTURE DEVELOPMENT CORPORATION
SERVICE RULES
(ENGINEERING & GENERAL SERVICES)

2008


DEHRADUN

In exercise of powers under article 84 of the Articles of Association of the Uttarakhand State Infrastructure Development Corporation and other enabling powers in this behalf, the Government hereby make the following rules, regulating recruitment and conditions of service of persons appointed to the Uttarakhand State Infrastructure Development Corporation.

**UTTARAKHAND STATE INFRASTRUCTURE DEVELOPMENT CORPORATION
(ENGINEERING AND GENERAL SERVICES) SERVICE RULES, 2008**

CHAPTER-I

GENERAL

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|---------------------------------------|----|---|
| Short Title & Commencement | 1 | (1) These rules shall be called The Uttarakhand State Infrastructure Development Corporation (Engineers and General Services) Service Rules, 2008.
(2) They shall come in force atonce. |
| Application | 2. | These rules shall apply to every substantively appointed employee of the Corporation. |
| Definitions | 3. | In these rules, unless there is anything repugnant to the subject or context:
(a) 'Appointing Authority' means the authority as mentioned as per Annexure IV of these rules.
(b) 'Board' means the Board of Directors of the Corporation.
(c) 'Chairman' means the Chairman of the Board of the Corporation.
(d) 'Corporation' means the Uttarakhand State Infrastructure Development Corporation.
(e) 'Citizen of India' means a person who is or is deemed to be a citizen of India under Part II of the Constitution;
(f) 'Competent authority' means the authority designated by the Government/Board for the specific purpose.
(g) 'Employer' means Uttarakhand State Infrastructure Development Corporation.
(h) 'Employee' means an employee of the Corporation
(i) 'Government' means Government of Uttarakhand.
(j) 'Head Office' means the registered office of the Corporation.
(k) 'Managing Director' means the Managing Director of the Corporation so appointed by the Government pursuant to the Articles of Association of the Corporation, and in relation to any power exercisable by him, include any Director or Officer who is authorized by the Board or the Government to exercise the power and functions of the Managing Director during the temporary absence of the Managing Director. |
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- (l) 'Member of the Service' means an employee substantively appointed in accordance with these rules.
- (m) 'Selection Committee' means the committees as mentioned in Annexure II & III.
- (n) 'Service' means The Uttarakhand State Infrastructure Development Corporation (Engineering & General Services) Service.
- (o) 'Substantive appointment' means an appointment, not being an adhoc appointment, on a post in the cadre of the service and made after selection in accordance with the rules and, if there were no rules, in accordance, with the procedure prescribed for the time being by executive instruction issued by the Government.
- (p) 'Year of recruitment' means a period of twelve months commencing from first day of July of a calendar year.

Classification of Posts 4. The classification of the posts under the Corporation for the purpose of appointment, control and discipline shall broadly be Group 'A', Group 'B', Group 'C', Group 'D'.

CHAPTER-II

QUALIFICATIONS AND GENERAL CONDITIONS OF RECRUITMENT

- Nationality** 5. A candidate for recruitment to a post or service under the Corporation must be:-
- (a) a citizen of India, or
 - (b) a Tibetan refugee, who came over to India before 1st January, 1962, with the intention of permanently settling in India; or
 - (c) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika Zanzibar) with the intention of permanently settling of India;

Provided that a candidate belonging to category (b) or (c) will also be a person in whose favour, a certificate of eligibility has been issued by the Government.

Provided further that candidates belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Dy. Inspector General of Police, Intelligence Branch, Uttarakhand;

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Provided also that if a candidate belongs to category (c) and no certificate of eligibility has been or will be issued for a period of more than one year, such a candidate may be retained in service after a period of one year, only if he/she has acquired Indian citizenship.

NOTE : A candidate in whose case certificate of eligibility is necessary but the same has neither been issued nor refused may be admitted to an examination or called to an interview arranged for selection and may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour and made available to the Corporation within the stipulated time.

Age


6. (1) A candidate for direct recruitment must have attained the age of 18 years for the posts requiring minimum educational qualification upto Intermediate and 21 years for the remaining posts; and also must not have attained the age of more than 35 years on January 1 of the year in which recruitment is to be made, if the posts are advertised during the period January 1 to June 30 and on July 1 if the posts are advertised during the period July 1 to December 31;

Provided that for the post of Chief General Manager and Manager Director the upper age limit will be upto 57 years.

Provided further that the upper age limit in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes other Backward classes and such other categories as may be notified by the Government from time to time shall be greater by such number of years as may be specified.

- (2) The proof of age, to be produced by the employee shall be the certificate of his having passed the High School or equivalent examination.

Qualification 7. (1) Minimum essential qualifications/desirable qualifications and specific experience required for various posts in the service will be as given in Column 6 & 7 of Annexure-1.

- (2) At the time of applying for any post, the candidate shall give particulars of qualification and experience in the prescribed manner along with a declaration regarding the veracity of the facts given by him. If at any point of time, the information furnished by him is found to be false, his service shall be liable to be terminated without notice and without thereby entitling him to compensation.
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Character 8.

The character of a candidate for direct recruitment to a post in the Service must be such as to render him suitable in all respects for employment in Corporation Service. The appointing authority shall satisfy itself on this point.

NOTE: Persons dismissed by the Union Government or a State Government or by a Local Authority or a Corporation or Body owned or controlled by the Union Government or a State Government shall be ineligible for appointment to any post in the Service. Persons convicted of an offence involving moral turpitude shall also be ineligible.

Physical Fitness 9.

No person shall be appointed to a post unless he is in good mental and bodily health and free from any physical defects likely to interfere with the efficient performance of his duties. For this purpose, every candidate will be required to appear before such medical authority, as may be prescribed by the Board. The appointing authority may direct medical examination of an employee at any time, during the period of his service, if he is satisfied that doing so will be in the interest of the Corporation and on an employee being found medically unfit, his service may be terminated.

Marital Status 10.

A male candidate who has more than one wife living or married a woman already having a husband and similarly a female candidate who has more than one husband living or married a man already having a wife shall not be eligible for appointment to a post in the service.

Provided that the appointing authority may, if satisfied that there are special grounds, for doing so, exempt any person from the operation of this rule.

Reservation

11.

Reservation for the candidates belonging to Scheduled Castes, Scheduled Tribes, other backward classes and other Categories belonging to the State of Uttarakhand shall be in accordance with the orders of the Government in force at the time of the recruitment.

CHAPTER-III

RECRUITMENT

Creation of Posts 12. The power to create posts shall rest with the Government. The total number of posts at the commencement of these Rules will be as shown in Annexure IV.

Source of
Recruitment

13. (1) Recruitment to the various groups of posts in the service shall be made from the following sources:-

Sl. No.	Name of the post	Group	Source of recruitment
1	2	3	4
(A)	ENGINEERING	Ex- Officio as nominated by the Government, if Chairman and Managing Director are nominated/appointed separately.	
1	Chairman	A	Direct
2	Managing Director	A	-do-
3	Chief General Manager	A	-do-
	(i) CGM (Projects)	A	-do-
	(ii) CGM (Planning and Monitoring)	A	-do-
	(iii) CGM (Finance)	A	-do-
	(iv) CGM (PPP)	A	Direct
	(v) CGM (IT)	A	67% By Promotion 33% Direct
4	General Manager	B	67% By Promotion 33% Direct
5	Project Manager	B	Promotion
6	Senior Resident Engineer	B	50% By Promotion 50% Direct
7	Resident Engineer	C	Direct
8	Junior Engineer	A	Direct
(B)	GENERAL ADMINISTRATION	B	50% Direct
1	Company Secretary	B	50% By Promotion
2	Accounts Officer	C	67% By Promotion 33% Direct
3	Accountant	C	Direct
4	Assistant Accountant	C	Direct
5	Draftsman/ Tracer	C	By Promotion
6	Personal Assistant Grade I	C	By Promotion
7	Personal Assistant Grade II	C	By Promotion
8	Stenographer Grade I	C	Direct
9	Stenographer Grade II	C	Direct
10	Storekeeper	B	67% By Promotion 33% Direct
11	Law Officer	C	Direct
12	Sr. Assistant	C	Direct
13	Jr. Assistant	D	Direct (Contract)
14	Peon/Messenger		

- (2) For the posts which are to be filled up by promotion, only those candidates will be considered who have, on the first day of the selection year, rendered minimum service as shown in Annexure-1 in next lower post from which promotion is to be made.
- (3) Notwithstanding anything contained in sub-rules (1) or any other rules or orders, the persons on deputation or transfer of service may be absorbed in the service of the Corporation on such terms and conditions as may be agreed upon between the Board, the person working on deputation or transfer and his present employer and no employee of the Corporation shall be entitled to claim any right under these rules against the absorption of such persons or terms and conditions of absorption.
- (4) Notwithstanding anything contained above or in any other rules or orders, recruitment to any of the above sanctioned posts can be made on deputation or on contract basis.

CHAPTER-IV

PROCEDURE FOR RECRUITMENT

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|--|---|
| <p>Determination of Vacancies</p> | <p>14. The appointing authority shall determine the number of vacancies to be filled during the year of recruitment and also the number of vacancies to be reserved for the persons belonging to the Scheduled Castes, Scheduled Tribes and other categories under rule (14). The vacancies to be filled by direct recruitment shall be notified in accordance with the rules or orders in force at the time of recruitment.</p> |
| <p>By direct recruitment
(When recruitment is to be made through competitive examination)</p> | <p>15.(1) Application for permission to appear in the competitive examination shall be called by the Appointing authority of the Corporation or any other authority duly authorised for conducting competitive examination in the prescribed form, which will be made available through public advertisement.</p> <p>(2) No candidate shall be admitted to the examination unless he holds a certificate of admission, issued by the Appointing authority of the corporation.</p> <p>(3) After the results of the written examination has been received and tabulated, the Appointing authority shall, having regard to the need for securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and others under Rule 11, summon for interview such number of candidates as, on the result of the written examination, have come up to the standard fixed by the competent authority of the corporation in this respect. The marks awarded to each</p> |

candidate at the interview shall be added to the marks obtained by him in the written examination.

- (4) The Appointing / competent authority of the corporation shall prepare a list of candidates in order of their proficiency as disclosed by the aggregate of marks obtained by each candidate at the written examination and interview and recommend such number of candidates as they consider fit for appointment. If two or more candidates obtain equal marks in the aggregate, the name of the candidate obtaining higher marks in the written examination shall be placed higher in the list. The number of names in the lists shall be more (but not more than 25%) than the number of vacancies.

NOTE-The syllabus and rules for competitive examination shall be such as may be prescribed by the Corporation from time to time.

By direct
recruitment
(When
recruitment is to
be made
otherwise than
through
Competition)

16. (1) Application for being considered for selection shall be called by the Appointing authority in the prescribed form, which will be made available through public advertisement.
- (2) The Appointing authority, shall having regard to the need for securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories in accordance with rule 11, call for interview such number of candidates, who fulfill the requisite qualifications, as they consider proper.
- (3) The Selection Committee constituted under annexure II shall prepare a list of candidates in order of their proficiency as disclosed by the marks obtained by each candidate in the interview. If two or more candidates obtain equal marks, the Selection Committee shall arrange their names in order of their seniority in age. The number of names in the list shall be more (but not more than 25%) than the number of the vacancies. The Selection Committee shall forward the list to the Appointing Authority.
- (4) The syllabus and the rules for the recruitment under this rule shall be such as may be prescribed by the appointing authority from time to time.

Procedure for
recruitment
for promotion

17. (1) Recruitment by promotion shall be made on the basis of merit through the Selection Committee constituted under annexure III.
- (2) The Appointing Authority shall prepare an eligibility list of the candidates arranged in order of seniority, on the post from which promotion is to be made and to the extent of three times

the number of vacancies;

Provided if the total number of eligible candidate is less than three times the number of vacancies, the list of actual eligible candidates will be prepared. Such list will be placed before the Selection Committee along with their character rolls and such other record, pertaining to them, as may be considered proper.

- (3) The Selection Committee shall consider the cases of candidates on the basis of the records, referred to in sub-rule (2).
- (4) The Selection Committee shall prepare a list of selected candidates arranged in order of merit and forward the same to the Appointing Authority. If more than one candidate obtain equal marks, the name of such candidates will be arranged on the basis of their seniority in the cadre from where they have been promoted.
- (5) The list so prepared on the basis of merit shall be deemed as the seniority list of the employees for future promotions.

Combined
select list

18. If in any year of recruitment appointment are made both by direct recruitment and by promotion, a combined select list shall be prepared by taking the names of candidates from the relevant lists; in such manner that the prescribed percentage is maintained, the first name in the list being of the person appointed by promotion.

Validity of
Select List

19. The list of selected candidates shall remain valid for a period of one year from the date it is prepared by the Selection Committee and posts falling vacant during the period may be filled from amongst persons in the list in the order in which their names are arranged therein.

CHAPTER- V

APPOINTMENT, PROBATION, CONFIRMATION AND SENIORITY

- Appointment 20. (1) The appointing authority shall make appointment by taking the names of candidates in the order in which they stand in the lists prepared under rules, 15,16 or 17 as the case may be.
- (2) If more than one order of appointment are issued in respect of any one selection, a combined order shall also be issued, mentioning the names of the persons in order of seniority as determined in the selection or, as the case may be, as it stood in the cadre from which they are promoted. If the appointments are made both by direct recruitment and by promotion, names shall



be arranged in accordance with the cyclic order, referred to in rule 23.

- Probation 21. (1) A person on appointment to a post or Service shall be placed on probation for a period of one year.
- (2) The appointing authority may, for reasons to be recorded, extend the period of probation in individual cases specifying the date upto which the extension is granted.
- (3) If it appears to the Appointing Authority at any time during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his services may be dispensed with.
- (4) A probationer who is reverted or whose services are dispensed with under sub-rule (3) shall not be entitled to any compensation.
- (5) The Appointing Authority may allow continuous service rendered in an officiating or temporary capacity in a post included in the cadre or any other equivalent or higher post, to be taken into account for the purpose of completing the period of probation.

Confirmation 22.

A probationer shall be confirmed in his appointment at the end of the period of probation or the extended period of probation if:

- (a) his work and conduct is reported to be satisfactory
- (b) his integrity is certified, and
- (c) the Appointing Authority is satisfied that he is otherwise fit for confirmation.

Seniority 23.

- (1) Except as hereinafter provided, the seniority of persons in any category of post shall be determined from the date of the orders of substantive appointment and if two or more persons are appointed together, by such order in which their names are arranged in the appointment order.

Provided that if the appointment order specifies a particular back date with effect from which a person substantively appointed, that date, will be deemed to be the date of order of substantive appointment and, in other case, it will mean the date of issue of the order.

- (2) The seniority *inter se* of persons appointed directly on the result of any one selection shall be the same as determined by the Selection Committee:



be arranged in accordance with the cyclic order, referred to in rule 23.

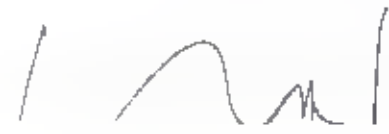
- Probation 21.** (1) A person on appointment to a post or Service shall be placed on probation for a period of one year.
- (2) The appointing authority may, for reasons to be recorded, extend the period of probation in individual cases specifying the date upto which the extension is granted.
- (3) If it appears to the Appointing Authority at any time during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his services may be dispensed with
- (4) A probationer who is reverted or whose services are dispensed with under sub-rule (3) shall not be entitled to any compensation.
- (5) The Appointing Authority may allow continuous service, rendered in an officiating or temporary capacity in a post included in the cadre or any other equivalent or higher post, to be taken into account for the purpose of computing the period of probation.

- Confirmation 22.** A probationer shall be confirmed in his appointment at the end of the period of probation or the extended period of probation if-
- (a) his work and conduct is reported to be satisfactory
- (b) his integrity is certified, and
- (c) the Appointing Authority is satisfied that he is otherwise fit for confirmation.

- Seniority 23.** (1) Except as hereinafter provided, the seniority of persons in any category of post shall be determined from the date of the orders of substantive appointment and if two or more persons are appointed together, by such order in which their names are arranged in the appointment order.

Provided that if the appointment order specifies a particular back date with effect from which a person substantively appointed, that date, will be deemed to be the date of order of substantive appointment and, in other case, it will mean the date of issue of the order.

- (2) The seniority *inter se* of persons appointed directly on the result of any one selection shall be the same as determined by the Selection Committee:



Provided that a candidate recruited directly may lose his seniority if he fails to join without valid reasons when vacancy is offered to him. The decision of the appointing authority as to the validity of reasons shall be final.

- (3) The Seniority *inter se* of persons appointed by promotion shall be the same as prepared by the Selection Committee for the cadre and not of the cadre from which they were promoted
- (4) Where appointments are made both by promotion and direct recruitment or from more than one source and the respective quota of the sources is prescribed, the *inter se* seniority shall be determined by arranging the names in a cyclic order in a combined list, prepared in accordance with Rule 18, in such manner that the prescribed percentage is maintained

Provided that-

- (i) Where appointments from any source are made in excess of the prescribed quota, the persons appointed in excess of quota shall be pushed down, for seniority, to subsequent year or years in which there are vacancies in accordance with the quota.
- (ii) Where appointments from any sources fall short of the prescribed quota and appointments against such unfilled vacancies are made in subsequent year or years, the persons so appointed shall not get seniority of any earlier year but shall get the seniority of the year in which their appointments are made, so however, that in the combined list of that year, to be prepared under this Rule, their names shall be placed at the top followed by the names, in the cyclic order, of the other appointees.
- (iii) Where, in accordance with the rules or prescribed procedure, the unfilled vacancies from any source could, in the circumstances mentioned in the relevant rule or procedure be filled from the other source and appointment in excess of quota are so made, the persons so appointed shall get the seniority of that very year as if they are appointed against the vacancies of their quota



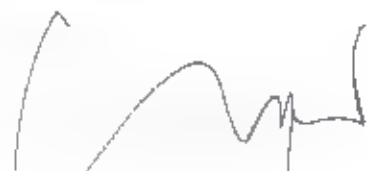
- Preparation of Seniority List** 24. (1) As soon as may be after appointments are made to a service, the appointing authority shall prepare a tentative seniority list of the persons appointed substantively to the service in accordance with the provisions of these rules.
- (2) The tentative seniority list shall be circulated amongst the persons concerned inviting objections, by a notice of reasonable period, which shall not be less than seven days from the date of circulation of the tentative seniority list.
- (3) No objections against the vires or validity of these rules shall be entertainable.
- (4) The appointing authority shall, after disposing of the objection by a reasoned order, issue a final seniority list
- (5) It shall not be necessary to prepare a seniority list of the cadre to which appointments are made only by promotion from a single feeding cadre.

CHAPTER-VI SALARY ETC.


- Salary** 25. (1) Salary etc. admissible to persons appointed to the various groups of posts in the service shall be such as may be determined by the Government from time to time.
- (2) Salary in form of Pay scales or lump sum package at the time of the commencement of these Rules shall be as indicated in Annexure I.
- (3) Terms & Conditions for deputation, pay protection and other benefits in case of deputation shall be, unless otherwise specifically determined by the State Government, the same as prescribed by the State Government from time to time
- (4) Salary for contractual appointment shall be as indicated in Annexure-I (as package) and other terms & conditions shall be as determined by the appointing authority before inviting applications for contractual appointment.

CHAPTER-VII OTHER PROVISIONS

- Service Jurisdiction** 26. An employee of the Corporation shall be liable to be transferred and posted to any place within India or abroad in connection with the affairs of the Corporation.



- Leave** 27 Subject to the decisions of the Government/Board from time to time, the employees of the Corporation shall be entitled to different kinds of leave as are admissible to the State Government Servants, and relevant rules of the State Government to leave shall be applicable in this regard.
- Conduct Rules and Disciplinary Proceedings** 28. Subject to the decisions of the Government/Board from time to time, the conduct rules and rules pertaining to disciplinary proceedings applicable to State Government employees shall be applicable to the employees of the Corporation.
- Superannuation** 29. Subject to the decisions of the Government from time to time Superannuation age for the employees of the Corporation shall be such as is applicable to the State Government employees.
- Power to Relax** 30. Where the Board is satisfied that the operation of any rules causes undue hardship in any particular case, it may, notwithstanding anything contained in these rules, applicable to the case, by resolution, dispense with or relax under approval of the Government, the requirement of the rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in just and equitable manner, consistent or commensurate with the interests of the Corporation.
- Interpretation** 31 The power to interpret the rules vests in the Managing Director who may issue such administrative instructions as may be necessary to give effect to and carry out the purpose of the provisions of these rules, provided that in case of any doubt or controversy about the interpretation of these rules, Managing Director may refer it to the Board Government, whose decision shall be final and binding.


(Utpal Kumar Singh)
Secretary,
Public Works Department,
Govt. of Uttarakhand.

POSTS, SALARY, SOURCE OF RECRUITMENT AND QUALIFICATION

(A) ENGINEERING

Sl. No	Designation	Salary (Monthly)	Group	Source of Recruitment	Qualification and experience for direct recruitment	Experience in the next lower post for eligibility for promotion	Next lower post from which promotion to be considered	Procedure for recruitment
1	2	3	4	5	6	7	8	9
1	Chairman	Ex Office as nominated by the Government, if Chairman and Managing Director are nominated/ appointed separately						
2	Managing Director	1,00,000.00 (package)	A	Direct	Graduate in Engineering (Civil) with appropriate experience (minimum 25 years)			Through nomination Through Interview/ nomination
3	Chief General Manager							
	(i) CGM (Projects)	60,000.00 (package)	A	do-	Graduate in Engineering (Civil) with appropriate experience (minimum 20 years) in field working, quality control, monitoring, supervision etc			do-
	(ii) CGM (Planning and Monitoring)	60,000.00 (package)	A	do-	Graduate in Engineering (Civil) with appropriate experience (minimum 20 years) in field working, quality control, monitoring, supervision etc			do-
	(iii) CGM (Finance)	60,000.00 (package)	A	do-	(A/MBA with appropriate experience (minimum 15 years) Graduate in Engineering (Civil) with Management/Financial background and appropriate experience (minimum 12 years) in project preparation, financing, execution, evaluation, loaning in PPP project.			do-
	(iv) CGM (PPP)	60,000.00 (package)	A	do-				

Sl. No	Designation	Salary (Monthly)	Group	Source of Recruitment	Qualification and experience for direct recruitment	Experience in the next lower post for eligibility for promotion	Next lower post from which promotion to be considered	Process of recruitment
1	2 (v) CCM (II)	3 60000.00 (package)	4 A	5 Direct	6 M.Tech with graduation in computer science with appropriate experience (minimum 12 years) and with capability to develop software for day to day working and monitoring/Planning	7	8 -	9 do
4	General Manager	16400-20000 OR 45,000.00 (package)	A	67% By Promotion 33% Direct	Graduate in Engineering with appropriate experience (minimum 20 years)	6 Years	Project Manager	Through DPC Int.
5	Project Manager	12000-16500 OR 35,000.00 (package)	B	67% By Promotion 33% Direct	Graduate in Engineering with appropriate experience (minimum 12 years)	7 Years	Senior Resident Engineer	-do-
6	Senior Resident Engineer	10000-15200	B	Promotion	Graduate in Engineering with appropriate experience (minimum 7 years)	7 Years	Resident Engineer	Through DPC
7	Resident Engineer	8000-13500 OR 25,000.00 (package)	-	50% By Promotion 50% Direct	Graduate in Engineering with appropriate experience (minimum 3 years)	5 Years	Junior Engineer	Through DPC
8	Junior Engineer	≤8000-8000 OR 15,000.00 (package)	C	Direct	Diploma in Engineering with appropriate experience (minimum 3 years)	-	-	Through competitive examination Interview Through competitive examination Interview

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(B) GENERAL ADMINISTRATION

Sl. No	Designation	Salary (Monthly)	Group	Source of Recruitment	Qualification and experience for direct recruitment	Experience in the next lower post for eligibility for promotion	To be promoted from	Procedure for recruitment
1	2	3	4	5	6	7	8	9
1	Company Secretary	50000.00 (Package)	A	Direct	AC S with ten years experience in the line/IC	Company Secretary's qualification essential		Through Interview
2	Accounts Officer	8000-13500 OR 25,000.00 (package)	B	~0% Direct	MC Com or PGD/BA with finance stream and with 3 years experience	3 Years	Accountant	Through competitive examination/ Interview
3	Accountant	5500-9000 OR 16,000.00 (package)	C	67% By Promotion	MC Com + three years of minimum experience	6 Years	Assistant Accountant	Through DPC Interview
4	Assistant Accountant	4500-7000 OR 14,000.00 (package)	C	Direct	B Com + minimum 3 years experience			Through competitive examination/ Interview
5	Draftsman/Tracer	4000-6000 OR 12,000.00 (package)	C	do-	Diploma/certificate in engineering draftsman course with 3 years minimum experience			do-
6	Personal Assistant Grade I	6500-10500	C	Promotion	Intermediate + Proficiency in stenography both in English and Hindi + minimum 5 Years Exp	7 Years	Personal Assistant Grade II	Through DPC

Sl. No	Designation	Salary (Monthly)	Group	Source of Recruitment	Qualification and experience for direct recruitment	Experience in the next lower post for eligibility for promotion	To be promoted from	Procedure for recruitment
1	2 Personal Assistant Grade II	3 5500 9000 OR 16,000.00 (package)	4	5 By Promotion	6 Intermediate + Proficiency in stenography both in English and Hindi minimum 3 Years Exp	7 2 Years	8 Stenographer Grade I	9 Through DPC Interview
8	Stenographer Grade I	5000 8000 OR 15,000.00 (package)	C	By Promotion	do-	3 Years	Stenographer Grade II	Through DPC Interview
8	Stenographer Grade II	4000 6000 OR 12,000.00 (package)	C	Direct	Intermediate + Proficiency in stenography both in English and Hindi + minimum 3 Years Exp			Through competitive examination/ Interview
9	Storekeeper	3050-4590 OR 9,000.00 (package)	C	Direct	Intermediate			Through competitive examination/ Interview
10	Law Officer	8000-13500 OR 25,000.00 (package)	B	Direct	11.B with specialization in corporate law and with appropriate experience (minimum 5 years)			-do-
11	Sr Assistant	4000 6000 OR 12,000.00 (package)	C	67% By Promotion 33% Direct	Intermediate with appropriate experience (minimum 3 years)	2 Years	Jr Assistant	Through DPC Interview
12	Jr Assistant	3050 4590 OR 9,000.00 (package)	C	Direct	Intermediate with appropriate experience (minimum 2 years) and well versed for working with MS Office Excel and Powerpoint.	5 Years		Through competitive examination/ Interview
13	Peon/Messenger	2550 3200 OR 7,000.00 (package)	D	Direct	Class V			Through Interview (on contract)

Note : Wherever pay scale is in lump-sum package, 5% annual increase will be admissible.

ANNEXURE-II

**COMPOSITION OF SELECTION COMMITTEE
FOR DIRECT RECRUITMENT**

For Group A : 1 For Managing Director

- Chief Secretary, Government of Uttarakhand.
- Additional Chief Secretary/ Infrastructure Development Commissioner, Government of Uttarakhand.
- Principal Secretary/Secretary, Finance or his nominee, Government of Uttarakhand
- Principal Secretary/Secretary, Karmik, Government of Uttarakhand.
- Principal Secretary/Secretary, Public Works Deptt., Government of Uttarakhand.
- Subject Matter Expert nominated by the Government of Uttarakhand.

2. For Other Posts

- Additional Chief Secretary/ Infrastructure Development Commissioner, Government of Uttarakhand.
- Principal Secretary/Secretary, Finance or his nominee. Government of Uttarakhand
- Principal Secretary/Secretary, Karmik, Government of Uttarakhand.
- Principal Secretary/Secretary, Public Works Deptt., Government of Uttarakhand.
- Subject Matter Expert nominated by the Government of Uttarakhand.

For Group B :

- Chairman/ Chairman cum Managing Director, USIDC Ltd.
- Managing Director
- One Director from Board.
- Subject Matter Expert nominated by Board.

For Group C :

- Chairman cum Managing Director/Managing Director, USIDC Ltd.
- Chief General Manager nominated by CMD/MD.
- G.M. nominated by CMD/M.D.

For Group D :

- G.M. nominated by M.D
- Project Manager nominated by M.D
- Accounts Officer.



ANNEXURE-III

COMPOSITION OF SELECTION COMMITTEE FOR PROMOTION

For Group A :

- Principal Secretary/Secretary, Karmik, Government of Uttarakhand.
- Principal Secretary/Secretary, Public Works Deptt., Government of Uttarakhand.
- Principal Secretary/Secretary, Public Enterprises, Government of Uttarakhand.
- Chairman cum Managing Director/Managing Director, USIDC Ltd.

For Group B :

- Chairman/ Chairman cum Managing Director, USIDC Ltd.
- Managing Director
- One Director from Board.

For Group C :

- Chairman cum Managing Director/Managing Director, USIDC Ltd.
- General Manager (HQ)
- G.M. nominated by CMD/M.D.



ANNEXURE IV
DETAILS OF POSTS

Sl. No	Designation	Pay scale (In Rs)	Corporate Office (HQ) (In no.)	Project Unit (Field) (In no.)	Appointing Authority
1	2	3	4	5	6
1	Chairman	Ex- Officio as nominated by the Government, if Chairman and Managing Director are nominated/ appointed separately			State Govt.
2	Managing Director	100000.00 (package)	1	-	-do-
3	Chief General Manager				
	(i) CGM (Projects)	60000.00 (package)	1	-	-do-
	(ii) CGM (Planning and Monitoring)	60000.00 (package)	1	-	-do-
	(iii) CGM (Finance)	60000.00 (package)	1	-	-do-
	(iv) CGM (PPP)	60000.00 (package)	1	-	-do-
	(v) CGM (IT)	60000.00 (package)	1	-	-do-
4	General Manager	16400-20000 OR 45,000.00 (package)	3	-	-do-
5	Company Secretary	50000.00 (Package)	1	-	-do-
6	Law Officer	8000-13500 OR 25,000.00 (package)	1	-	Board
7	Accounts Officer	8000-13500 OR 25,000.00 (package)	2	-	-do-
8	Accountant	5500-9000 OR 16,000.00 (package)	3	5	Managing Director
9	Personal Assistant Grade I	6500-10500	1	-	-do-
10	Personal Assistant Grade II	5500-9000 OR 16,000.00 (package)	2	-	-do-
11	Stenographer Grade I	5000-8000 OR 15,000.00 (package)	5	-	-do-
12	Stenographer Grade II	4000-6000 OR 12,000.00 (package)	4	5	-do-
13	Sr. Assistant	4000-6000 OR 12,000.00 (package)	3	-	-do-
14	Jr. Assistant	3050-4590 OR 9,000.00 (package)	6	-	-do-
15	Project Manager	12000-16500 OR 35,000.00 (package)	-	5	Board
16	Senior Resident Engineer	10000-15200	-	5	Board
17	Resident Engineer	8000-13500 OR 25,000.00 (package)	-	15	-do-
18	Junior Engineer	5000-8000 OR 15,000.00 (package)	-	65	Managing Director

19	Draftsman/ Tracer	4000-6000 OR 12,000.00 (package)	-	5	-do-
20	Assistant Accountant	4500-7000 OR 14,000.00 (package)	-	5	-do-
21	Storekeeper	3050-4590 OR 9,000.00 (package)	-	5	-do-
22	Peon/Messenger	2550-3200 OR 7,000.00 (package)	16	10	-do-
Total			53	125	

Note : Wherever pay scale is in lump-sum package, 5% annual increase will be admissible.

